



EEO REVIEW



Produced monthly by the State Equal Employment Management Office (SEEM)...

MESSAGE FROM THE SEEM

Welcome to the first edition of the EEO Review, a monthly publication designed to provide important information for technicians, AGRs, and traditional soldiers. Lets begin with:

Basic Elements in Civilian EEO Programs

Defense Equal Opportunity Management Institute (DEOMI) Regulatory References for Affirmative Employment

Federal sector Civilian Equal Employment Opportunity Programs are not derived from just one law or Executive Order, rather, they are a combination of accumulated legislation and policy. There are seven basic elements in civilian EEO programs:

1. Equal Pay Act
2. Race, color, religion, sex, national origin discrimination
3. Federal Equal Opportunity Recruitment Program (FEORP)
4. Discrimination Complaints
5. Discrimination based on handicap
6. Special Emphasis Program
7. Discrimination based on age

Each program element has its own base of laws, executive orders, regulations, and other publications.

The Equal Employment Opportunity Commission (EEOC) is charged with assuring that this

myriad of programs is implemented throughout the Federal government.

The Office of Personnel Management (OPM), however, is responsible for the Federal Equal Opportunity Recruitment Program (FEORP) and Special Emphasis Program (SEP).

This month we will discuss the:

Equal Pay Act

Equal pay legislation preceded most of the major civil rights legislation by a year. The Equal Pay Act (EPA) of 1963 was an amendment to Fair Labor Standards Act, which at that time was administered by the Department of Labor, Wage and Hour Administration. The Act makes it illegal to discriminate in the payment of wages on the basis of sex for equal work on jobs that require equal skill, effort, and responsibility under similar working conditions. The Act was based on a Congressional finding that sex-based differentials in wages had a substantial impact on interstate commerce.

The Act makes exceptions for wage differentials based on; a seniority or merit system; a system which measures earnings by quality or quantity of production; or any other factor other than sex. The Act is limited to discrimination in wages only and does not effect hiring, firing, promotions, or any other type of personnel transaction. It overlaps somewhat with Title VII of the Civil Rights Act of 1964, but Title VII provides that any wage differential allowed under the Equal Pay Act shall not

be considered to be a violation of Title VII. This interpretation was accepted until the issuance of 29 C.F.R. 1614, which interpreted a violation of the Equal Pay Act as Title VII issue since it was covered under sex discrimination. The EEOC assumed responsibility for enforcing the Act in 1979.

Tip for a positive workplace atmosphere:

Gossip.... A Disruptive Workplace Behavior

Gossip is passing along (either



orally or written) a rumor that reveals information of an emotional or private nature, which damages the reputation of another person. It is a disruptive workplace behavior that will usually result in causing harm to others. It will cause dissension and work against the goal you want to achieve. Even the most innocent appearing comment can turn into gossip. Gossip will make your job more difficult and the atmosphere uncomfortable causing nothing but hurt. It is beneficial to avoid being involved in any facet of gossip.

Do Not Gossip!

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